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SPEC	CUFIC BULLET COMMENTS ON "ANTICIPATING INSTITUTIONAL PROBLEM	is":				
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ARE/	A OF EMPHASIS 3.0 ACTING AS A MEDIATOR / NEGOTIATOR					
SPEC	CIFIC PERFORMANCE STANDARD	The state of the s			ORE	
3.1	THE SUPERVISOR SPEAKS CALMLY TO DEFUSE THE ANGER OF IRATE INMATES OR OFFICERS.	100-95% (A)	94-85% B			6 64-9% E
3.2	THE SUPERVISOR IS CAREFUL TO GUARD AGAINST INJURY TO STAFF OR INMATES WHEN DEALING WITH VOLATILE INMATES.		В	c	D	E
3.3	THE SUPERVISOR LISTENS TO SUBORDINATE COMPLAINTS OR PROBLEMS WITH CO-WORKERS AND SUGGESTS ALTERNATIVES TO RESOLVE THEM.	A	B	С	D	E
	Ses Solo Judge m. + upen Dealis	ing Wi	,76, c	In tes	nd or	Valith
	OF EMPHASIS 4.0 SUPERVISING IN A FLEXIBLE MANNER					
SPECI	IFIC PERFORMANCE STANDARD	109-95%	44.6964	SCOI 84-75%	RE 74-65%	64-0%
4.1	THE SUPERVISOR SUPPORTS THE APPROPRIATE EFFORTS OF HIS/HER SUPERIORS BY REFRAINING FROM CRITICIZING THEM IN THE PRESENCE OF SUBORDINATES OR INMATES.	A	B	84-75% C	74-65% D	64-9% E
4.2	THE SUPERVISOR IDENTIFIES OFFICER WORK RELATED DEFICIENCIES AND TAKES ACTION (E.G., TRAINING) TO CORRECT THEM.	<b>A</b>	<b>(B)</b>	c	D	E
4.3	THE SUPERVISOR VISITS THE POD IN ACCORDANCE WITH P & P TO LOOK FOR TENSION, OR SIGNS OF DISREPAIR. POD VISITS ARE LOGGED IN THE POD LOGBOOK BY THE SUPERVISOR.	A	В	©	D	Œ
1.4	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES MADE TO STAFF MEMBERS.	A	B	C	D	E
1.5	THE SUPERVISOR USES A VARIETY OF TECHNIQUES (E.G., VERBAL, WRITTEN COMMENDATIONS) TO COMPLIMENT SUBORDINATES FOR EXCEPTIONAL JOB PERFORMANCE.	<b>A</b>	B	C	D	E
1.6	THE SUPERVISOR USES CONSTRUCTIVE CRITICISM IN DISCUSSIONS WITH STAFF ABOUT INAPPROPRIATE BEHAVIOR.	<b>(A)</b>	В	c	D	E
<b>1.</b> 7	THE SUPERVISOR REFRAINS FROM INTERVENING IN SITUATIONS WHICH SUBORDINATES HAVE UNDER CONTROL AND ARE HANDLING PROPERLY.	A	<b>(B)</b>	c	D	E
.8	THE SUPERVISOR GIVES SUPPORT TO STAFF WHEN THEY ARE DEALING WITH UNRULY INMATES.	<b>©</b>	B	C	D	E
9	THE SUPERVISOR REGULARLY REITERATES EXPECTATIONS FOR BEHAVIOR TO OFFICERS.	<b>A</b> (	B	c	D	E
.10	THE SUPERVISOR INVESTIGATES REPORTS AND TAKES ACTION IN RESPONSE TO ALL COMPLAINTS ABOUT RACIAL AND SEXUAL HARASSMENT.	<b>A</b>	<b>B</b>	c	D	E
11	THE SUPERVISOR FOLLOWS AND ENFORCES P & P, RULES AND REGULATIONS OF THE FACILITY. (2)	A 9		C	D	E

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	A OF EMPHASIS 5.0 PERFORMING ADMINISTRATIVE AND ROUT	TINE SUPI	ERVISORY				
	THIC PERFORMANCE STANDARDS	100_95%	94-85%	SCOR 84-75%	RE 74-65%	64-0%	
5.1	WHEN WRITING REPORTS, THE SUPERVISOR CITES THE PERTINENT PROCEDURES, POLICIES, RULES, AND REGULATIONS. CONSTRUCTS THE REPORT IN A CLEAR AND CONCISE MANNER.		B	C	D	E	
i.2	THE SUPERVISOR OBSERVES, ENFORCES, AND FOLLOWS THE CHAIN OF COMMAND.	<b>A</b> ,	B	C	D	E	
i <b>.3</b>	THE SUPERVISOR COMMUNICATES IMPORTANT INFORMATION TO THE NEXT SHIFT'S SUPERVISORY STAFF.	A	<b>(B)</b>	C	ď	E	
i.4	THE SUPERVISOR ACKNOWLEDGES AND INVESTIGATES INMATE, PUBLIC AND DEPARTMENTAL COMPLAINTS ABOUT SUBORDINATES.	<b>(A)</b>	В	C	D	E	•2
i.S	THE SUPERVISOR RELAYS IMPORTANT INFORMATION ABOUT INMATES TO THE OFFICERS THAT SUPERVISE THEM.	<b>(A)</b>	В	C	D	E	
i.6	THE SUPERVISOR ENSURES THAT OFFICER'S PAPERWORK / REPORTS CONFORM TO P & P, ARE ACCURATE, COMPLETE, WELL-ORGANIZED AND ARE COMPLETED ON TIME.		В	c	D	E	
5.7	WHEN CONDUCTING PERFORMANCE EVALUATIONS, THE SUPERVISOR THOROUGHLY DOCUMENTS BOTH EFFECTIVE & INEFFECTIVE BEHAVIOR OF OFFICERS.	Ł A	B	C	D	E	
i.8	THE SUPERVISOR EXAMINES LOG BOOKS FOR ERRORS AND OMISSIONS, AS WELL AS BEING LEGIBLE AND COMPLETE.	A	B	C	D	E	
وز	WHEN TOLD OF A DEADLINE, THE SUPERVISOR IS PUNCTUAL IN MEETING IT.	A	B	C	D	E	
i.10	THE SUPERVISOR EFFECTIVELY USES ROLL-CALL TO PROVIDE IMPORTANT INFORMATION TO OFFICERS CONCERNING FACILITY OPERATION, CHANGES IN P & P, CHANGES IN THE LAW, TRAINING, ETC.	A C.	B	C	D	E	
.11	THE SUPERVISOR SYSTEMATICALLY OBSERVES WORK PERFORMANCE FOR THE PURPOSE OF EVALUATING SUBORDINATE EFFECTIVENESS.	<b>A</b>	B	С	D	E	
.12	THE SUPERVISOR MAINTAINS CONFIDENTIALITY ABOUT STAFF AND PERSONNEL PROBLEMS.	A	B	C	D	E	
.13	THE SUPERVISOR CONDUCTS DAILY INSPECTIONS OF HIS / HER AREAS OF RESPONSIBILITY.	<b>A</b>		C	D	E	
.14	THE SUPERVISOR PERFORMS HIS/HER ADDITIONAL DUTY IN A PROFESSIONAL MANNER, MEETING ALL DEADLINES.	A	В	C	D	E	
.15	THE SUPERVISOR ENSURES ALL APPROPRIATE FORMS / REPORTS ARE FORWARDED TO HIGHER AS NECESSARY.	<b>(</b>	В	C	D	E	
.16	THE SUPERVISOR ENSURES THAT ALL INCIDENTS, STAFF INJURIES, AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND THE APPROPRIATE COMMAND PERSONNEL ARE NOTIFIED.	<b>(A)</b>	В	c	D	E	

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THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN	A	B	C	D	E
CONVERSING WITH OFFICERS AND INMATES.					
THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES IN		В	C	D	E
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IC BULLET COMMENTS ON " SUPERVISION AND CARE OF INMATES":					
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1	<b>Employee Perfor</b>	mance Evalu	ation Report	
	(S	upervisor)	-	
	Part I - A	dministrative I	Data	
a. Employee Name (Last, First, Mid		b. Social Secu	ırity Number	C. Date of Hire d. Shift
e. Bureau f. Title / Ra	nk ſ	g. Period Co	overed for this Ev	aluation
	allonary Report	ļ	From	То
7-19-93	anonary Report	04-0	01-96	09-30-96
TYPE OF REPORT: (X) ANNUA		FRATER (		RELIEF FOR CAUSE
	Part II -	- Authentication	1	
a Dataria Nama (Tart Plant MIAII)	Tuldan (			, ,
a. Rater's Name (Last, First, Middle Sm)	inmai)	Social Securi		Rater's Signature
Title / Rank / / /	Duty Assignme	nt,		Date
LIEUTOM	1 OPER	trong to	· · · · · · · · · · · · · · · · · · ·	11-11-96
b. Senior Rater's Name (Last, First, I	Middle Initial)	Social Securit	Number	Senjor Rater's Signature
Title / Rank	Duty Assignmen			Date
LIBUTANANT	top mais 1	MATIULE! 3	83RVICES	11-13-96
c. Rated Employee: I understand that		constitute	Employee's Sign	nature
	greement with the eva	luation of	Sime	1 Exman
the Rater and Seni	or Rater		Date: ///2/	90
d. Reviewer's Name ( Last, First, Mide	le Initial) I	Social Security	Number	200
- LOVERIdge Robert	R.			Reviewer's Signature
Title / Rank	Duty Assignment		-	Daie
COLONEL	Superini	ENDENT	i	1//27/56
( Concur with the Rater and Senior				7
( ) Nonconcur with the Rater and Se Counseling Dates:   Initial				
Counseling Dates:   Initial	Follow-u	P	Follow-up	Follow-up
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FIREGAMS Instructi	or Comenal Top	is Instruo	ter Conscience	a Coverdinator Harring
Positions Held During	thé Rating Period	ı		urpose
Position	Length Held/%	Th	is Evaluation cont	ains key job behaviors that have
Watch Commander	3070	bee	n reported as criti	cal for assessing the
Shift Supervisor One	1	con	tributions and per	formance of the Corrections
Simit Supervisor One	-\m	90 Sup	ervisor to the effe	ctiveness and efficiency of the
Shift Supervisor Two	)/0	Con	rectional Facility.	the Rensselaer County
2 110		100		ion Rating Scale
		i	E valua	ion Rainig State
		j A: 1	Represents "Alm	ost Always" or 95 to 100%
		B: 1	Represents "Freq	uently" or 85 to 94%
		C: 1	Represents " Som	etimes" or 75 to 84%
8		D: 1	Represents "Selde	m" or 65 to 74%
		ļ E: 1	Represents "Almo	st Never" or 0 to 64%
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ARE	A OF EMPHASIS	1.0	ACTING AS A	LEADER / DECISI	ON MAKE	R				
SPEC	TIFIC PERFORMANC	<b>E</b> STANDARD					\$CC	DRE		
1.1		SOR ENSURES T RING AN EMERO	THAT ALL CRITICAL I GENCY.	POSTS ARE	100.35	% 94-85% B	84-75! C	74-6596 D	64-0% E	
1.2		ORK ON TIME,	KAMPLE FOR SUBORI MEETING DEADLINE			В	c	D	E	
1.3		OR MAINTAINS AT ALL TIMES	A PROFESSIONAL AI	PPEARANCE		В	C	D	E	
1.4	THE EMERGEN	CY, ADVISES HI	ERVISOR TAKES ACTI IS/HER SUPERIOR, PR APPROPRIATE RULES	OTECTS EVIDENC		В	С	D	E	Ž.
1.5		OR DIRECTS TE RBANCE WARR	HE USE OF FORCE ON ANTS IT.	LY WHEN A	(A)	В	C	D	E	
1.6	THE SUPERVIS	OR FORMALLY	DISCIPLINES STAFF	MEMBERS ONLY		В	c	D	E	
1.7	AND EXPLAINS.	•	ROPRIATE, ISSUES VE EHAVIOR BEFORE W E BEHAVIOR.		1.2	В	C	D	E	
1.8	THE SUPERVISO WITHOUT FAVO		ULES, REGULATIONS .	& PROCEDURES		В	C	D	E	
1.9	THE SUPERVISO WHICH VIOLATI	OR DOES NOT IC ES THE RULES.	GNORE STAFF MEMBI	ER'S BEHAVIOR	A	(3)	C	D	E	10
1.10	THE SUPERVISO ENSURES THAT UNDERSTOOD.	OR, WHEN ISSUE THE INSTRUCTI	ng orders and mai Ions are clear, spe	KING REQUESTS, ECIFIC AND	<b>A</b>		c	D	<b>e</b>	
1.11	THE SUPERVISORS WELL AS THO		ONSIBILITY FOR HIS/I UBORDINATES.	HER DECISIONS		В	c	D	, E	
1.12			S SITUATIONS WHERE S GROUP DECISION M		(A)	В	c	D	Ľ	
PECIF	C 1 1/ -	e He	OUT DEC	ECISION MAKER":	isho	is No	A A	Gra i	)	
	F EMPHASIS		ICIPATING INSTITUTI	ONAL PROBLEMS	3					
PECIFIC		RINSPECTS ARE	EAS OF THE FACILITY WITH P & P COMME		100-95% A	94.85% 84 B	SCORE 1-75% 7 C	14-65% 64	1-8% E	
2	THE SUPERVISOR TO SOLVE THEM		SCHEDULING PROBL	EMS AND ACTS		В	С	D	E	(9)
3	THE SUPERVISOR ACTIVE, PARTICIP		ARTICIPATES IN ROL R.	L-CALL IN AN		В	C	D	E	
ı			IN ADVANCE ON THE IDENTS OR INMATES.		<b>(A)</b>	B	C	D :	Ľ	
i	THE SUPERVISOR ANY TIME DURING		HE CAN BE EASILY RI		<b>(</b> )	В	C	<b>D</b> 1	E	
				(1)						

SPEC	for ways to Reschine them.		7 is.	D lase	ays Les	wking	
ARE	A OF EMPHASIS 3.0 ACTING AS A MEDIATOR / NEGOTIATOR	<b></b>					
SPEC	CIFIC PERFORMANCE STANDARD			SC(	ORE	33	
3.1	THE SUPERVISOR SPEAKS CALMLY TO DEFUSE THE ANGER OF IRATE INMATES OR OFFICERS.	100-95% A	6 94-85% B	84-759 C	% 74-65% D	64-0% E	3
3.2	THE SUPERVISOR IS CAREFUL TO GUARD AGAINST INJURY TO STAFF OR INMATES WHEN DEALING WITH VOLATILE INMATES.		В	C	D	E	
3.3	THE SUPERVISOR LISTENS TO SUBORDINATE COMPLAINTS OR PROBLEMS WITH CO-WORKERS AND SUGGESTS ALTERNATIVES TO RESOLVE THEM.	A	В	С	D	E	
ipeci	THIC BULLET COMMENTS ON "ACTING AS A MEDIATOR / NEGOTIATOR":  Sqt. KANGM GALLHE Dany Boser	) Con	mm	eafin	5Kill	<u>ls</u>	
IREA	OF EMPHASIS 4.0 SUPERVISING IN A FLEXIBLE MANNER						
	UFIC PERFORMANCE STANDARD			800°			
		109-95%	94,8656 1	SCON 84-75%		64-0%	
.1	THE SUPERVISOR SUPPORTS THE APPROPRIATE EFFORTS OF HIS/HER SUPERIORS BY REFRAINING FROM CRITICIZING THEM IN THE PRESENCE OF SUBORDINATES OR INMATES.	A	(B)	C	D	E	
.2	THE SUPERVISOR IDENTIFIES OFFICER WORK RELATED DEFICIENCIES AND TAKES ACTION (E.G., TRAINING) TO CORRECT THEM.	<b>(a)</b>	В	c	D	E	
.3	THE SUPERVISOR VISITS THE POD IN ACCORDANCE WITH P & P TO LOOK FOR TENSION, OR SIGNS OF DISREPAIR. POD VISITS ARE LOGGED IN THE POD LOGBOOK BY THE SUPERVISOR.	A	B	С	D	E	
.4	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES MADE TO STAFF MEMBERS.	(A)	В	c	D	E	
.5	THE SUPERVISOR USES A VARIETY OF TECHNIQUES (E.G., VERBAL, WRITTEN COMMENDATIONS) TO COMPLIMENT SUBORDINATES FOR EXCEPTIONAL JOB PERFORMANCE.	A	В	C	D	E	
6	THE SUPERVISOR USES CONSTRUCTIVE CRITICISM IN DISCUSSIONS WITH STAFF ABOUT INAPPROPRIATE BEHAVIOR.	<b>(4)</b>	В	c	D	E	
7	THE SUPERVISOR REFRAINS FROM INTERVENING IN SITUATIONS WHICH SUBORDINATES HAVE UNDER CONTROL AND ARE HANDLING PROPERLY.	<b>A</b>	B	C	D	E	
3	THE SUPERVISOR GIVES SUPPORT TO STAFF WHEN THEY ARE DEALING WITH UNRULY INMATES.	<b>(</b> )	B	C	D	E	
	THE SUPERVISOR REGULARLY REITERATES EXPECTATIONS FOR BEHAVIOR TO OFFICERS.	( <u>A</u> )	B	C	D	E	
0	THE SUPERVISOR INVESTIGATES REPORTS AND TAKES ACTION IN RESPONSE TO ALL COMPLAINTS ABOUT RACIAL AND SEXUAL HARASSMENT.		В	C	D	Ľ	
1	THE SUPERVISOR FOLLOWS AND ENFORCES P & P, RULES AND REGULATIONS OF THE FACILITY. (2)	<b>⊘</b>	В	C	D	E	

	Syl DARAM Was Expressed Cores	tly i	n ro	he g	he en		_
	OF EMPHASIS 5.0 PERFORMING ADMINISTRATIVE AND ROU	TTINE SUP	VISOR'	***TASKS			
	FIC PERFORMANCE STANDARDS	3 dia	Elan v	SCOI			*
ECH	WHEN WRITING REPORTS, THE SUPERVISOR CITES THE PERTINENT PROCEDURES, POLICIES, RULES, AND REGULATIONS. CONSTRUCTS THE REPORT IN A CLEAR AND CONCISE MANNER.	100-95%	94-85% B		74-65% D	64-0% E	
	THE SUPERVISOR OBSERVES, ENFORCES, AND FOLLOWS THE CHAIN OF COMMAND.	A	B	c	D	E	
	THE SUPERVISOR COMMUNICATES IMPORTANT INFORMATION TO THE NEXT SHIPT'S SUPERVISORY STAFF.	<b>(A)</b>	В	C	D	E	
	THE SUPERVISOR ACKNOWLEDGES AND INVESTIGATES INMATE, PUBLIC AND DEPARTMENTAL COMPLAINTS ABOUT SUBORDINATES.	(A)	<b>B</b> '	c	D	E	
	THE SUPERVISOR RELAYS IMPORTANT INFORMATION ABOUT INMATES TO THE OFFICERS THAT SUPERVISE THEM.		В	C	Ď	E	
	THE SUPERVISOR ENSURES THAT OFFICER'S PAPERWORK/REPORTS CONFORM TO P & P, ARE ACCURATE, COMPLETE, WELL-ORGANIZED AND ARE COMPLETED ON TIME.	<b>(A)</b>	В	C	ď	E Ž	
	WHEN CONDUCTING PERFORMANCE EVALUATIONS, THE SUPERVISOR THOROUGHLY DOCUMENTS BOTH EFFECTIVE & INEFFECTIVE BEHAVIOR OF OFFICERS.	R (A)	В	С	D	E	
	THE SUPERVISOR EXAMINES LOG BOOKS FOR ERRORS AND OMISSIONS, AS WELL AS BEING LEGIBLE AND COMPLETE.	A	(B)	С	D	E	
	WHEN TOLD OF A DEADLINE, THE SUPERVISOR IS PUNCTUAL IN MEETING IT.	A	B	c	D	E	
0	THE SUPERVISOR EFFECTIVELY USES ROLL-CALL TO PROVIDE IMPORTANT INFORMATION TO OFFICERS CONCERNING FACILITY OPERATION, CHANGES IN P & P, CHANGES IN THE LAW, TRAINING, ETC.	( <u>)</u>	B	C	D	E	
1	THE SUPERVISOR SYSTEMATICALLY OBSERVES WORK PERFORMANCE FOR THE PURPOSE OF EVALUATING SUBORDINATE EFFECTIVENESS.	A	B	c	D	E	
:	THE SUPERVISOR MAINTAINS CONFIDENTIALITY ABOUT STAFF AND PERSONNEL PROBLEMS.	A	B	C	D	E	
<b>;</b>	THE SUPERVISOR CONDUCTS DAILY INSPECTIONS OF HIS / HER AREAS OF RESPONSIBILITY.	<b>(A)</b>	B	c	מ	E.	
	THE SUPERVISOR PERFORMS HIS/HER ADDITIONAL DUTY IN A PROFESSIONAL MANNER, MEETING ALL DEADLINES.	<b>(A)</b>	В	C	D	E	
	THE SUPERVISOR ENSURES ALL, APPROPRIATE FORMS / REPORTS ARE FORWARDED TO HIGHER AS NECESSARY.	<b>(A)</b>	В	C	D	E	
;	THE SUPERVISOR ENSURES THAT ALL INCIDENTS, STAFF INJURIES, AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND THE APPROPRIATE COMMAND PERSONNEL ARE NOTIFIED.		В	C	D	E	

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 A O	OF EMPHASIS 6.0 SUPERVISION AND CARE OF INMATES					
CIFI	C PERFORMANCE STANDARD			sco	ישמי	
	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES TO THE INMATES.	100-95% A	94-85% B			64-0% E
	THE SUPERVISOR TREATS ALL INMATES WITH EQUITY AND CONSISTENCY.		В	C	D	E
	THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN CONVERSING WITH OFFICERS AND INMATES.		B	c	D	E
	THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES IN PRIVATE.	<b>(A)</b>	В	C	D	E
<b>I</b> VIC	BULLET COMMENTS ON " SUPERVISION AND CARE OF INMATES"; A	6;	-1			
IVIC	SPTS CL GOVERNSION AND CARE OF INMATES": 1	in-t	this s	Inea .		
OF	Sots a govern example for All  EMPHASIS 7.0 PRESENTING AND MAINTAINING A PROFES				MENDANC	
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A OF	EMPHASIS 7.0 PRESENTING AND MAINTAINING A PROFES PERFORMANCE STANDARD THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC IN UNIFORM, REMAINS IN COMPLETE UNIFORM. THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAYS CLEAN, COMPLETE, & SETS THE EXAMPLE FOR THOSE AROUND HIM/HER. THE SUPERVISOR IS RESPECTFUL OF SENIOR COMMAND PERSONNEL AND RENDERS APPROPRIATE COURTESIES.	SSIONAL A 100-95%	94-85% B	NCE & A1 SCOR! 84-75% C	E 74-65% ( D	64-0% E
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	PERFORMANCE DEVELOPMENT
IN THIS SECTION, LIST	THOSE BEHAVIORS (BE SPECIFIC BY NUMBER AND ITEM) FOR WHICH THE EMPLOYEE WAS EVALUATED THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C, D, OR E.)
AS PERFORMING 84% OR LESS O	F THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C. D. OR E.)
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	FUTURE PERFORMANCE OBJECTIVES
IN THIS SECTION, LIST SP	PECIFIC OBJECTIVES TO IMPROVE THE BEHAVIORS LISTED ABOVE DURING THE NEXT RATING PERI
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GENERAL COMMENTS IN THIS SECTION, LIST ANY PERTINENT FACTS THAT SHOULD BE KNOWN ABOUT THE EMPLOYEE, OR HIS / HER DEVELOPMEN	
DUTTER CHATTON LIST ANY BERTINENT FACTS THAT SHOULD BE KNOWN ABOUT THE EMPLOYEE. OR HIS / HER DEVELOPMEN	
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PERFORMANCE, OR ANY CRITICAL INCIDENTS THAT MERIT SPECIAL ATTENTIONS	1
Con I KADAMA DOLL DUOS, REALES IN FO THU EXCEPT TO SPORCE JOIC	-
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THE REPORT OF THE LAST PERFORMANCE EVALUATION SESSION THAT WERE DESIGNATED AS AREAS FO	R
IMPROVEMENT. PROVIDE SPECIFIC INFORMATION ABOUT THE STEPS TAKEN AND PROGRESS MADE FOR IMPROVEMENT:	- 1
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LIST THREE POSITIONS IN WHICH THE OFFICER COULD BEST SERVE THIS DEPARTMENT AT HIS / HER CUERENT OR NEXT HIGHER RANK:  1. RIMWAY WAtch Community  2. Lift from to Share the Community  3. Depirty Share to Senior rater evaluation  NARRATIVE / BULLET COMMENTS:  SCT. KARAM HAS ONE ARIBE OF HIS PACE 5510 NH DEVELOPING.  THAT NIBERS TO SENSING, HE REWINGS CERTIFY AND SERVE ARIBE TO FRUITION. HIS FINDS IT BORNAGE AND NOT CHARLED FROM TO DEPTHS. DAY TO DAY  AND NOT CHARLED FRUITGE TO DEPTHS. DAY TO DAY	
LIST THREE POSITIONS IN WHICH THE OFFICER COULD BEST SERVE THIS DEPARTMENT AT HIS HER CURRENT OR NEXT HIGHER RANK:  RIMONY WOLCH COMMENCE  SENIOR RATER EVALUATION  NARRATIVE / BULLET COMMENTS:  SCT. KARRIM MAS ONE ADDR OF MIS PACE SSICNAL DEVISION SIGNAL  THAT NEEDS FECTIONS INC. HER BLUIDING CORNING IN BORDING  AND NOT CHAZLE BULLET CONSTITUTED IN BORDING  AND NOT CHAZLE BULLET CONSTITUTED OF THE DAY TO DAY  CORPORTIONAL TASKS  OVERALL PERFORMANCE	
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			County Corre					
		Part I - A	Administrative	Data				
a. Employee Name (Las KARAM, JAME	8		b. Social Secu	<u> </u>		26 MA	Y 87	d. Shift   B-LINE
	f. Title/Rank	1	g. Date of Ran	k		Period	of Evalu	uation I TO
Corrections Type of Report: [X] An	Sergeant	of Pater	04 Mar 93	ALISA	05 APR			D2 OCT199
Type of Report: [A] All	nual   Change	Part 1	II - Authentica	lion	00 70 1			/
a. Rater's Name (Last, F SMITH, HAROL			Social Security			Rater's	Signatu	
Title/Rank Operational Lieutena	Duty A	ssignmer			I	Date	9-22-	-97
b. Senior Rater's Name ( WALKER, CHAI	Last, First, Mid		Social Security	Number	·		Rater's S	Signature
Title/Rank Administrative Lieuter	Duty A	ssignmer	t Lieutenant			Date	1/26	192
c. Rated Employee: June	derstand that my	y signatur	e does not con	stitute	Ì		ee's Sig	
agree Rater	ment or disagre and Senior Rat	eement wi ter.	ith the evaluation	on of the	ļ	Date	mes z	600
d. Reviewer's Name (Las		!	Social Security	Number	4	Review	er's Sign	ejure e
LOVERIDGE, RO		ssignmen	it		4	Date	1/	1.
Colonel	Facilit	v Admini	strator		i	1	131/	97
I   Concur with Rater &		valuation	[ ] Non-concu	ir with Ra	ater & Se	nior Ra	ter Evalu	uation
Counseling Dates	INITIAL	FOLLOV	N-UP	FOLLO	W-UP		FOLLO	W-UP
Additional Dutles:								
Positions Held during the POSITION WATCH COMMANDER SHIFT SUPERVISOR ON SHIFT SUPERVISOR TV	<b>NE</b>		HELD / % <u>00</u> % % %	Other, Sp	ecify:			
		EVAL	UATION PUR	POSE				
This evaluation contain and performance of the provided	s key job behve CORRECTIO	NAL SUI elaer Cou	PERVISOR to t nty Sheriff's D	he effect epartme	iveness :	and eff	eciency o	e contribution of the service
		EVALUA	TION RATING	SCALE				
	nts "Almost Alwa	ays"	or	9:	5% to 10	0%		
B Represen	ts "Frequently"		or		5% to 94			
C Represen	its "Sometimes"	'	or		5% to 84			
	rts "Seldom" rts "Almost Neve	er"	or or		5% to 74 % to 64			

AREA O	F EMPHASIS	1.0	TING AS A LEADER / DE	CISION	MAKER				
SPECIF	IC PERFORMANCE				100-95%	94-85%	SCORE 84-75%		64-0% E
1.1	THE SUPERVISO	OR ENSURES THAT AL IG AN EMERGENCY.	L CRITICAL POSTS ARE		(A)	В	С	D	
1.2	THE SUPERVISO COMING TO WOR ABUSING BREAK	RK ON TIME, MEETING	FOR SUBORDINATES BY DEADLINES, AND NOT			В	С	D	E
1.3	THE SUPERVISO	R MAINTAINS A PROF T ALL TIMES.	FESSIONAL APPEARANCE		<u> </u>	В	Ç	D	E
1.4	THE EMERGENCY	CY, THE SUPERVISOR Y, ADVISES HIS/HER S D FOLLOWS APPROP	R TAKES ACTION TO ADDI SUPERIOR, PROTECTS EV RIATE RULES.	RESS IDENCE	(A)	В	С	D	E
1.5	THE SUPERVISO	R DIRECTS THE USE ANCE WARRANTS IT.	OF FORCE ONLY WHEN A	A	A	В	С	D	E
1.6	THE SUPERVISO	R FORMALLY DISCIPE	INES STAFF MEMBERS O	NLY	<b>(A)</b>	В	С	D	E
1.7	AND EXPLAINS A	R, WHEN APPROPRIA CCEPTABLE BEHAVIO NACCEPTABLE BEHA	TE, ISSUES VERBAL WAF OR BEFORE WRITING UP S VIOR.	RNINGS	A	В	C	D	
1.8	THE SUPERVISO	R ENFORCE RULES, ITISM.	REGULATIONS & PROCEI	OURES	(Ā)	В	С	D	E
1.9	THE SUPERVISO	R DOES NOT IGNORE THE RULES.	STAFF MEMBER'S BEHA	VIOR	Α	<b>®</b>	<b>C</b>	D	
1.10	THE SUPERVISOR ENSURES THAT I UNDERSTOOD.	R, WHEN ISSUING OR THE INSTRUCTIONS A	DERS AND MAKING REQU RE CLEAR, SPECIFIC AND	UESTS,	<b>©</b>	В	С	D	E
1.11	THE SUPERVISOR	R TAKES RESPONSIB SE OF THEIR SUBORI	ILITY FOR HIS/HER DECIS DINATES.	SIONS	(A)	В	C	D	E
1.12	THE SUPERVISOR	R RECOGNIZES SITUA OPRIATE THAN GROU	ATIONS WHERE DIRECT O IP DECISION MAKING.	ORDERS	A	В	С	D	E
SPECIFIC	C BULLET COMMEN		LEADER / DECISION MAI	KER":	EEKing	Assi	Sanit	From	others
_ 4	vill man	The Tous	h and Difier	17	Decision	s wi	thout	New	tatin
	-								
AREA OF	EMPHASIS	2.0 ANTICIPAT	ING INSTITUTIONAL PROB	BLEMS					26
SPECIFIC	C PERFORMANCE S	STANDARD			100-95%	94.85%	SCORE 75% 7	4-65%	64-0%
2.1	THE SUPERVISOR AND SECURITY IN THEIR RANK AND	ACCORDANCE WITH	F THE FACILITY FOR SAF P & P COMMENSURATE	ETY	A	<b>6</b>	C	D	
2.2			DULING PROBLEMS AND	ACTS	0	В	С	D *	E sa
2.3		R CONDUCTS / PARTI	CIPATES IN ROLL-CALL IN	IAN	<b>(</b>	В	С	D	E -
2.4	THE SUPERVISOR		OVANCE ON THE HANDLINGS OR INMATES.	NG .	Q	В	С	D	E
2.5		R ENSURES HE/SHE C	AN BE EASILY REACHED	AT ,	<b>(A)</b>	В	С	D	E
			(1)						

-	gs of challerine	nts to	non i	mu	VP4/s	with 7
_	The second second					
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_						
	EA OF EMPHASIS 3.0 ACTING AS A MEDIATOR / NEGOTIATOR ECIFIC PERFORMANCE STANDARD  THE SUPERVISOR SPEAKS CALMLY TO DEFUSE THE ANGER OF IRATE INMATES OR OFFICERS.	100-959	% 94-85 B		ORE 75% 74- D	65% 640% E
.2	THE SUPERVISOR IS CAREFUL TO GUARD AGAINST INJURY TO STAFF OR INMATES WHEN DEALING WITH VOLATILE INMATES.	<b>Ø</b>	В	С	D	ε
.З	THE SUPERVISOR LISTENS TO SUBORDINATE COMPLAINTS OR PROBLEMS WITH CO-WORKERS AND SUGGESTS ALTERNATIVES TO RESOLVE THEM.	Ø	В	С	D	E
	CIFIC BULLET COMMENTS ON "ACTING AS A MEDIATOR / NEGOTIATOR":					
ECI	THE SUPERVISOR SUPERVISING IN A FLEXIBLE MANNER  THE SUPERVISOR SUPPORTS THE APPROPRIATE EFFORTS OF HIS/HER SUPERIORS BY REFRAINING FROM CRITICIZING THEM IN THE PRESENCE OF SUBORDINATES OR INMATES.	100-95% A	<b>45</b> *	SCOI 84-75% C :		% 64-0% E
	THE SUPERVISOR IDENTIFIES OFFICER WORK RELATED DEFICIENCIES AND TAKES ACTION (E.G., TRAINING) TO CORRECT THEM.	<b>©</b>	В	С	D	E
	THE SUPERVISOR VISITS THE POD IN ACCORDANCE WITH P & P TO LOOK FOR TENSION, OR SIGNS OF DISREPAIR, POD VISITS ARE LOGGED IN THE POD LOGBOOK BY THE SUPERVISOR.	<b>(A)</b>	В	С	D -	<b>E</b>
	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES MADE TO STAFF MEMBERS.	<b>(A)</b>	В	С	D	E
	THE SUPERVISOR USES A VARIETY OF TECHNIQUES (E.G., VERBAL, WRITTEN COMMENDATIONS) TO COMPLIMENT SUBORDINATES FOR EXCEPTIONAL JOB PERFORMANCE.	0	В	Ċ	D	E
	THE SUPERVISOR USES CONSTRUCTIVE CRITICISM IN DISCUSSIONS WITH STAFF ABOUT INAPPROPRIATE BEHAVIOR.	(A)	В	С	D	E
	THE SUPERVISOR REFRAINS FROM INTERVENING IN SITUATIONS WHICH SUBORDINATES HAVE UNDER CONTROL AND ARE HANDLING PROPERLY.	<b>A</b>	1	C	D	E
	THE SUPERVISOR GIVES SUPPORT TO STAFF WHEN THEY ARE DEALING WITH UNRULY INMATES.	<b>6</b>	В	С	D	E
	THE SUPERVISOR REGULARLY REITERATES EXPECTATIONS FOR BEHAVIOR TO OFFICERS.	<b>(</b>	В	С	D	E
	THE SUPERVISOR INVESTIGATES REPORTS AND TAKES ACTION IN RESPONSE TO ALL COMPLAINTS ABOUT RACIAL AND SEXUAL	<b>(A)</b>	В	С	D	E

SPE	CIFIC PERFORMANCE STANDARD	100-95	: % 94-85%	SCOF 84-75%		64-0%
4.11	THE SUPERVISOR FOLLOWS AND ENFORCES P & P, RULES AND REGULATIONS OF THE FACILITY.		В	С	D	E
SPE	CIFIC BULLET COMMENTS ON "SUPERVISING IN A FLEXIBLE MANNER";	Prei				
REA	OF EMPHASIS 5.0 PERFORMING ADMINISTRATIVE AND ROUT	TINE SUPE	ERVISORY	TASKS		
PEC	IFIC PERFORMANCE STANDARDS	400.050		SCORE	_	
5.1	WHEN WRITING REPORTS, THE SUPERVISOR CITES THE PERTINENT PROCEDURES, POLICIES, RULES, AND REGULATIONS. CONSTRUCTS THE REPORT IN A CLEAR AND CONCISE MANNER.	100-95%	94-85% B	84-75% C	74-65% D	64-0% E
2	THE SUPERVISOR OBSERVES, ENFORCES, AND FOLLOWS THE CHAIN OF COMMAND.	<b>(A)</b>	В	<b>C</b>	D	E
3	THE SUPERVISOR COMMUNICATES IMPORTANT INFORMATION TO THE NEXT SHIFT'S SUPERVISORY STAFF.	0	В	С	D	E
4.	THE SUPERVISOR ACKNOWLEDGES AND INVESTIGATES INMATE; PUBLIC AND DEPARTMENTAL COMPLAINTS ABOUT SUBORDINATES.	Ø	В	С	D	E
5	THE SUPERVISOR RELAYS IMPORTANT INFORMATION ABOUT INMATES TO THE OFFICERS THAT SUPERVISE THEM.	6	В	С	D	Е
3	THE SUPERVISOR ENSURES THAT OFFICER'S PAPERWORK / REPORTS CONFORM TO P & P, ARE ACCURATE, COMPLETE, WELL-ORGANIZED AND ARE COMPLETED ON TIME.	Ø	В	C	D	<b>E</b>
•	WHEN CONDUCTING PERFORMANCE EVALUATIONS, THE SUPERVISOR THOROUGHLY DOCUMENTS BOTH EFFECTIVE & INEFFECTIVE BEHAVIOR OF OFFICERS.	<b>@</b>	В	С	D	Е
	THE SUPERVISOR EXAMINES LOG BOOKS FOR ERRORS AND OMISSIONS, AS WELL AS BEING LEGIBLE AND COMPLETE.	Α	<b>®</b>	c	D	E
	WHEN TOLD OF A DEADLINE, THE SUPERVISOR IS PUNCTUAL IN MEETING IT.	<b>(A)</b>	В	С	D	E
)	THE SUPERVISOR EFFECTIVELY USES ROLL-CALL TO PROVIDE IMPORTANT INFORMATION TO OFFICERS CONCERNING FACILITY OPERATION, CHANGES IN P & P, CHANGES IN THE LAW, TRAINING, ETC.	Ø	В	C	D	
	THE SUPERVISOR SYSTEMATICALLY OBSERVES WORK PERFORMANCE FOR THE PURPOSE OF EVALUATING SUBORDINATE EFFECTIVENESS.	<b>(A)</b>	В	C I	D 1	
	THE SUPERVISOR MAINTAINS CONFIDENTIALITY ABOUT STAFF AND PERSONNEL PROBLEMS.	A	<b>(1)</b>		0	
	THE SUPERVISOR CONDUCTS DAILY INSPECTIONS OF HIS / HER AREAS OF RESPONSIBILITY.	<b>(A)</b>	В	; c	) E	
	THE SUPERVISOR PERFORMS HIS/HER ADDITIONAL DUTY IN A PROFESSIONAL MANNER, MEETING ALL DEADLINES.	Ð	В	; D	) E	
	THE SUPERVISOR ENSURES ALL APPROPRIATE FORMS / REPORTS ARE FORWARDED TO HIGHER AS NECESSARY:	A (		: В	Ε	

- 2	CIFIC PERFORMANCE STANDARD	100-95	% 94-85°	SC0 84-75		% 64-0%
5.16	THE SUPERVISOR ENSURES THAT ALL INCIDENTS, STAFF INJURIES, AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND THE APPROPRIATE COMMAND PERSONNEL ARE NOTIFIED.	, <b>A</b>	В	С	מ	E
SPEC	FIC BULLET COMMENTS ON "PERFORMING ADMINISTRATIVE AND ROUT  SOFT MANUAL IS The MOST ADMINISTRATIVE AND ROUT  MIDDLE MONTHS MANUAL MOST ADMINISTRATIVE AND ROUT  MIDDLE MOST ADMINISTRATIVE AND ROUTE  MIDDLE MOST ADMINISTRATIVE AND ROUT  MIDDLE MOST ADMINISTRATIVE AND ROUT  MIDDLE MOST ADMINISTRATIVE AND ROUTE  MIDLE MOST ADMINISTRATIVE AND ROUT	ine supe	Mind	TASKS":	up ervis	ion in to
	OF EMPHASIS 6.0 SUPERVISION AND CARE OF INMATES					
PECIF 1	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES TO THE INMATES.	100-95% A	94-85% B	SCOR 84-75% C		64-0% E
2	THE SUPERVISOR TREATS ALL INMATES WITH EQUITY AND CONSISTENCY.	<b>(3)</b>	8	C	D	Ε
3	THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN CONVERSING WITH OFFICERS AND INMATES.	$\bigcirc$	В	С	D	Е
ŀ	THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES IN PRIVATE.	<b>(A)</b>	В	С	D	E
ECIFI	EXCOLOR IN This Pres A Lucy	s Fe	llows	Tohne	ns h	1
			PEARANC	E & ATT	ENDANCE	
	EMPHASIS 7.0 PRESENTING AND MAINTAINING A PROFESSION PROFESSION OF THE PROFESSION OF	IONAL AP		SCORE		
CIFIC	PERFORMANCE STANDARD	IONAL AP	94-85% B	SCORE 84-75% C	74-65% D	64-0% E
CIFIC	PERFORMANCE STANDARD  10  THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC			84-75%		
CIFIC	PERFORMANCE STANDARD  THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC IN UNIFORM, REMAINS IN COMPLETE UNIFORM.  THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAYS CLEAN, COMPLETE, & SETS THE EXAMPLE FOR THOSE AROUND HIM / HER.	00.95% (A)	В	84-75%		E
CIFIC	THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAYS CLEAN, COMPLETE, & SETS THE EXAMPLE FOR THOSE AROUND HIM / HER.  THE SUPERVISOR IS RESPECTFUL OF SENIOR COMMAND PERSONNEL	© **	B B	84-75% C	D D D	E E

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PECIFIC BULLET COMMENTS ON "PERSONAL PEARANCE AND ATTITUDE.
SEAL CHELL APPLICATION OF STREET
PERFORMANCE DEVELOPMENT IN THIS SECTION, LIST THOSE BEHAVIORS (BE SPECIFIC BY NUMBER AND ITEM) FOR WHICH THE EMPLOYEE WAS EVALUATE PERFORMING 84% OR LESS OF THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C, D, OR E.)  7. 5 SICK I MO US OLD
FUTURE PERFORMANCE OBJECTIVES IN THIS SECTION, LIST SPECIFIC OBJECTIVES TO IMPROVE THE BEHAVIORS LISTED ABOVE DURING THE NEXT RATING PERIOR  TO S DOY, USED
(5)

GENERAL COMMENTS
GENERAL COMMENTS  IN THIS SECTION, LIST ANY PERTINENT FACTS THAT SHOULD BE KNOWN ABOUT THE EMPLOYEE, OR HIS / HER DEVELOPMENT.  IN THIS SECTION, LIST ANY PERTINENT FACTS THAT SHOULD BE KNOWN ABOUT THE EMPLOYEE, OR HIS / HER DEVELOPMENT.  IN THIS SECTION, LIST ANY PERTINENT FACTS THAT SHOULD BE KNOWN ABOUT THE EMPLOYEE, OR HIS / HER DEVELOPMENT.
THE AND ODCOME OVER TALENTS OR TRAINING LIST ANY INCIDENTS TO THE TALENTS OF THE
PERFORMANCE, OR ANY CRITICAL INCIDENTS THAT MERIT SPECIAL ATTENTION:  1 Some of my Dutin Especials  1 Some of my Dutin Especials
TOTAL DISCIPLINE AND BRICKMES.
with fim disciping and wasterness
NE IS AN Expollent Truiner Especially in the Area of Finance
NE IS AN EXCEPTION THATTER ESPECIALLY
- to the la war ever verded and
Ne 11 Always Willing 10 Maly allen cres
Likes to be chall engles.
REVIEW OF PERFORMANCE IMPROVEMENTS
The second secon
PLEASE LIST ALL BEHAVIORS FROM THE LAST PERFORMANCE EVALUATION SESSION AND PROGRESS MADE FOR IMPROVEMENT: IMPROVEMENT. PROVIDE SPECIFIC INFORMATION ABOUT THE STEPS TAKEN AND PROGRESS MADE FOR IMPROVEMENT:
7.5 Sick Time - Imprens By 3 Days
RATER'S EVALUATION
FOR
PROMOTION AND / OR SERVICE IN POSITIONS OF GREATER RESPONSIBILITY
AMONG THE BEST
FULLY CAPABLE
III MARGINAL
LIST THREE POSITIONS IN WHICH THE OFFICER COULD BEST SERVE THIS DEPARTMENT AT HIS / HER CURRENT OR NEXT
HIGHER RANK:
0.054
1. Oftell. Lieutenert
don't be true
2 ADMIN. PIVA MACI
3. Thuring Director

	SENIOR RATER EVALUATION
RRATIVE / BULLET COMMENTS:	\
7611 5 371	PAM 15 7 AGGNESSIVE END DILIGER
(CEP) CHC	am MAN DIZA (.
HIS 3 T.C.	17 12 0.5 - 1.05 01 01 - 0
N N 2 2 2 5 5	PATS IN RESOLVE PAGEZEUS AUD
AMMESS	155025 WITH STAFFE WIEWERD
19 62111	16146
H15-1-00	US PERIODICALLY DRIFTS, COHER
HE GETS	IN NESZUED TO ANY NEST ON
MODIE MIEN	NING-FULL AND DECTS I HAT
INTEMISS T	H141.
, , , , , ,	
ERALL PERFORMANCE	
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ANY TIME DURING THEIR SHIFT.	2.5			E CAN BE <b>EASIL</b> '		(A)	В .		) E	3	

SPEC	FIGURE BULLET COMMENTS ON ANTICIP. AGINSTITUTIONAL PROBLEMS	ich				
	OF EMPHASIS 3.0 ACTING AS A MEDIATOR / NEGOTIATOR					
SPECI	IFIC PERFORMANCE STANDARD	100-95%	94-85%	SCORE 84-75%	74-65%	64-0%
3.1	THE SUPERVISOR SPEAKS CALMLY TO DEFUSE THE ANGER OF IRATE INMATES OR OFFICERS.		В	C	D	E
3.2	THE SUPERVISOR IS CAREFUL TO GUARD AGAINST INJURY TO STAFF OR INMATES WHEN DEALING WITH VOLATILE INMATES.	0	В	C	<b>D</b>	E
3.3	THE SUPERVISOR LISTENS TO SUBORDINATE COMPLAINTS OR PROBLEMS WITH CO-WORKERS AND SUGGESTS ALTERNATIVES TO RESOLVE THEM.	A	В	С	D	E
SPECIF	FIC BULLET COMMENTS ON "ACTING AS A MEDIATOR ! NEGOTIATOR":					
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/	TOTAL TOTAL ON A SERVICE STANDISCO					
	OF EMPHASIS 4.0 SUPERVISING IN A FLEXIBLE MANNER					
SPECIF	FIC PERFORMANCE STANDARD	100 DEBL		SCORE	~ ~ ~ ~	
4.1	THE SUPERVISOR SUPPORTS THE APPROPRIATE EFFORTS OF HIS/HER SUPERIORS BY REFRAINING FROM CRITICIZING THEM IN THE PRESENCE OF SUBORDINATES OR INMATES.	100-95% A	%85% E	and the second second second second second	-	640% E
7						
1.2	THE SUPERVISOR IDENTIFIES OFFICER WORK RELATED DEFICIENCIES AND TAKES ACTION (E.G., TRAINING) TO CORRECT THEM.	(A)	В	С	D	E
1.3	THE SUPERVISOR VISITS THE POD IN ACCORDANCE WITH P & P TO LOOK FOR TENSION, OR SIGNS OF DISREPAIR, POD VISITS ARE LOGGED IN THE POD LOGBOOK BY THE SUPERVISOR.	<b>(A)</b>	В	C	D	
.4	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES MADE TO STAFF MEMBERS.	<b>(A)</b>	В	C I	D 1	E
5	THE SUPERVISOR USES A VARIETY OF TECHNIQUES (E.G., VERBAL, WRITTEN COMMENDATIONS) TO COMPLIMENT SUBORDINATES	<b>(A)</b>	B	C	D	
.6	FOR EXCEPTIONAL JOB PERFORMANCE.  THE SUPERVISOR USES CONSTRUCTIVE CRITICISM IN DISCUSSIONS WITH STAFF ABOUT INAPPROPRIATE BEHAVIOR.	Â)	В	C [	D E	E
7	THE SUPERVISOR REFRAINS FROM INTERVENING IN SITUATIONS WHICH SUBORDINATES HAVE UNDER CONTROL AND ARE HANDLING PROPERLY.	A decided to	6	C C C C C C C C C C C C C C C C C C C	D	
8	THE SUPERVISOR GIVES SUPPORT TO STAFF WHEN THEY ARE DEALING WITH UNRULY INMATES.	0	В	C D	D E	of these development to a some of 1 to 1 and to 1 to
9	THE SUPERVISOR REGULARLY REITERATES EXPECTATIONS FOR BEHAVIOR TO OFFICERS.		В	C D	D TO E	F
	THE SUPERVISOR INVESTIGATES REPORTS AND TAKES ACTION IN RESPONSE TO ALL COMPLAINTS ABOUT RACIAL AND SEXUAL HARASSMENT.	A	В	C D	) E	Like

SPEC	CIFIC PERFORMANCE STANDARD	100-959	% 94-85%	SCOF 84-75%		64-0%
4.11	THE SUPERVISOR FOLLOWS AND ENFORCES P & P, RULES AND REGULATIONS OF THE FACILITY.		8	С	D	E
SPEC	IFIC BULLET COMMENTS ON "SUPERVISING IN A FLEXIBLE MANNER":					
REA	OF EMPHASIS 5.0 PERFORMING ADMINISTRATIVE AND ROU	TINE SUPE	RVISORY	TASKS		
	FIC PERFORMANCE STANDARDS	100-95%	94-85%	SCORE 84-75%	_	0.4.004
.1	WHEN WRITING REPORTS, THE SUPERVISOR CITES THE PERTINENT PROCEDURES, POLICIES, RULES, AND REGULATIONS. CONSTRUCTS THE REPORT IN A CLEAR AND CONCISE MANNER.	(A)	В	C C	74-00% D	64-0% E
2	THE SUPERVISOR OBSERVES, ENFORCES, AND FOLLOWS THE CHAIN OF COMMAND.	(A)	В	С	D	E
3	THE SUPERVISOR COMMUNICATES IMPORTANT INFORMATION TO THE NEXT SHIFT'S SUPERVISORY STAFF.	<b>(A)</b>	В	С	D	E
4	THE SUPERVISOR ACKNOWLEDGES AND INVESTIGATES INMATE, PUBLIC AND DEPARTMENTAL COMPLAINTS ABOUT SUBORDINATES.	(®	В	¢	D	E
5	THE SUPERVISOR RELAYS IMPORTANT INFORMATION ABOUT INMATES TO THE OFFICERS THAT SUPERVISE THEM.	A	В	С	D	E
5	THE SUPERVISOR ENSURES THAT OFFICER'S PAPERWORK / REPORTS CONFORM TO P & P, ARE ACCURATE, COMPLETE, WELL-ORGANIZED AND ARE COMPLETED ON TIME.	s (Ø	В	С	D	E
•	WHEN CONDUCTING PERFORMANCE EVALUATIONS, THE SUPERVISOR THOROUGHLY DOCUMENTS BOTH EFFECTIVE & INEFFECTIVE BEHAVIOR OF OFFICERS.	₹/Ø	В	С	D	E
	THE SUPERVISOR EXAMINES LOG BOOKS FOR ERRORS AND OMISSIONS, AS WELL AS BEING LEGIBLE AND COMPLETE.	Ø	В	C	D	E
	WHEN TOLD OF A DEADLINE, THE SUPERVISOR IS PUNCTUAL IN MEETING IT.	<b>(A)</b>	В	С	D	E
)	THE SUPERVISOR EFFECTIVELY USES ROLL-CALL TO PROVIDE IMPORTANT INFORMATION TO OFFICERS CONCERNING FACILITY OPERATION, CHANGES IN P & P, CHANGES IN THE LAW, TRAINING, ETC.	(A)	В	С	D	<b>E</b> -
	THE SUPERVISOR SYSTEMATICALLY OBSERVES WORK PERFORMANCE FOR THE PURPOSE OF EVALUATING SUBORDINATE EFFECTIVENESS.	Â	В	C I	D I	Ē
	THE SUPERVISOR MAINTAINS CONFIDENTIALITY ABOUT STAFF AND PERSONNEL PROBLEMS.	A	<b>(b)</b>	C 1	D - E	
	THE SUPERVISOR CONDUCTS DAILY INSPECTIONS OF HIS / HER AREAS OF RESPONSIBILITY.	(A)	В (	c (	) E	
9	THE SUPERVISOR PERFORMS HIS/HER ADDITIONAL DUTY IN A PROFESSIONAL MANNER, MEETING ALL DEADLINES.	(A)	В		E	
	THE SUPERVISOR ENSURES ALL APPROPRIATE FORMS / REPORTS ARE FORWARDED TO HIGHER AS NECESSARY.	Α (	B 0		) Е	

THE SUPERVISOR ENSURES THAT ALL INCIDENTS, STAFF INJURIES, AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND THE APPROPRIATE COMMAND PERSONNEL ARE NOTIFIED.  SPECIFIC BULLET COMMENTS ON "PERFORMING ADMINISTRATIVE AND ROUTINE SUPERVISORY TASKS:  SPECIFIC BULLET COMMENTS ON "PERFORMING ADMINISTRATIVE AND ROUTINE SUPERVISORY TASKS:  SPECIFIC PERFORMANCE STANDARD  3.1 THE SUPERVISOR TREATS ALL IMMATES WITH EQUITY AND 3.2 THE SUPERVISOR TREATS ALL IMMATES WITH EQUITY AND 3.3 THE SUPERVISOR USES RESPECTIFUL LANGUAGE WHEN 3.4 THE SUPERVISOR USES RESPECTIFUL LANGUAGE WHEN 3.5 CONVERSING WITH OFFICERS AND INMATES.  3.4 THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES IN 4 THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES:  3.6 THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC  3. THE SUPERVISOR WHEN APPROPRIATE OF INMATES:  3. THE SUPERVISOR WHEN APPROPRIATE OF INMATES:  3. THE SUPERVISOR WHEN APPROPRIATE OF INMATES:  4. THE SUPERVISOR WHEN IN A DUTY STATUS OR OUT IN PUBLIC  5. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS RESPECTIFUL OF SENIOR COMMAND PERSONNEL A  6. C D E  4. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  6. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  6. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  7. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  8. C D E  1. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  9. C D E  1. THE SUPERVISOR IS NOT TIME FOR DUTY ASSIGNMENTS.  1. THE SUPERVISOR IS SERSENT FOR SCHEPUL FOR SHIFT TUMPS.	SPEC	SIFIC PERFORMANCE STANDARD	100-95	% <del>94-85</del> %	SCOF 84-75%		% 64-0%
REA OF EMPHASIS 6.0 SUPERVISION AND CARE OF INMATES  PECIFIC PERFORMANCE STANDARD  1 THE SUPERVISOR TREATS ALL INMATES WITH EQUITY AND  2 THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN  3 THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN  4 THE SUPERVISOR WHEN APPROPRIATE, COUNSELS INMATES IN  B C D E  ECIFIC BULLET COMMENTS ON SUPERVISION AND CARE OF INMATES:  EAC OF EMPHASIS  7.0 PRESENTING AND INMATES:  ECIFIC PERFORMANCE STANDARD  THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC  IN UNITORING, REMAINS IN COMPLETE UNIFORM.  THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAY'S CLEAN, COMPLETE, & SETS THE EXAMPLE FOR THOSE AROUND HIM HER.  THE SUPERVISOR'S RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR'S RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR'S RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS RESPECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS NESSECTFUL OF SENOR COMMAND PERSONNEL A  8 C D E  THE SUPERVISOR IS ON TIME FOR DUTY ASSIGNMENTS. A  8 C D E	5.16	AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND	A	В	С	D	E
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#### Case 1:13-cv-01018-MAD-DJS Document 103-6 Filed 04/27/15 Page 27 of 44

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<b>4</b>	FAIR		
3 5	POOR		
OVERALL POTENTIAL FOR PROMOTION AND/O		GREATER RESPONSIBILITY	
1	SUPERIOR		
<b>2</b>	SUPERIOR		
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	Rensselaer Supervisory Pe	County	Corrections B ce Evaluation I	ureau Report			_
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itle/Rank LIEUTENANT	OPERATIO	MO LIEG	al Security Numb	er	Senior Rate	hal Helac	
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This evaluation	contains key job benval	UPERVIS	OR to the effectiv	eness and	tions Bureau.		
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AREA	OF EMPHASIS	1.0	CTING AS A	LEADER / DECISIO	N MAKER				
SPEC	IFIC PERFORMANCE	STANDARD			100.05%	94.85%	SCORE	74-65%	64 004
1.1		R ENSURES THAT A G AN EMERGENCY.	ILL CRITICAL F	POSTS ARE	(A)	B	C C	74-00% D	64-0% E
1.2		R SETS AN EXAMPL RK ON TIME, MEETIN S.			A	<b>B</b>	С	D	E
1.3	THE SUPERVISO	R MAINTAINS A PRO TALL TIMES.	FESSIONAL AI	PPEARANCE	(A)	В	С	D	E
1.4	THE EMERGENCY	CY, THE SUPERVISO , ADVISES HIS/HER O FOLLOWS APPROF	SUPERIOR, PR	ROTECTS EVIDENC	E, A	В	С	D	E
1.5		R DIRECTS THE USE		NLY WHEN A	(A)	В	C	D	
1.6	THE SUPERVISOI IN PRIVATE.	R FORMALLY DISCIP	LINES STAFF I	MEMBERS ONLY	<b>(A)</b>	В	С	D	E
1.7	AND EXPLAINS AC	R, WHEN APPROPRI CEPTABLE BEHAVIO IACCEPTABLE BEH	OR BEFORE W		(A)	В.	C	D::	E
1.8	THE SUPERVISOR	RENFORCE RULES, TISM.	REGULATION	S& PROCEDURES	A	В	С	D	E .
1.9	THE SUPERVISOR WHICH VIOLATES	DOES NOT IGNORE THE RULES.	STAFF MEMB	ER'S BEHAVIOR	(A)	В	С	<b>D</b>	E
1.10		, WHEN ISSUING OF HE INSTRUCTIONS A			<b>(A)</b>	В	С	D	E
1.11	The state of the s	TAKES RESPONSIB E OF THEIR SUBORI	The second secon	HER DECISIONS	<b>(</b>	В	C,	D	E
1.12		RECOGNIZES SITUA PRIATE THAN GROU			<b>(A)</b>	В	Ċ	D	E
SPECIF	IC BULLET COMMENT	S ON "ACTING A S A	LEADER / DE	CISION MAKER":			Ow C		
	Sq.F.	KARAM	15 A	TAKE C	huye	Mac	ln	Who	maky
	9000	Decision	even	on the	Spun	0/7	the n	nome.	of and
	Doss	it with	Dat	Non tat	in				
REA O	F EMPHASIS 2	.0 ANTICIPATI	NG INSTITUTION	ONAL PROBLEMS					
PECIFI	C PERFORMANCE ST	ANDARD			vastaani t		SCORE		
1	AND SECURITY IN A				100.65% 9		1-75% 74 3 (		4-0% -
.2		ANTICIPATES SCHE	DULING PROBI	LEMS AND ACTS	6	B (		) E	The state of the s
3	TO SOLVE THEM.  THE SUPERVISOR ( ACTIVE, PARTICIPA'		IPATES IN RO	LL-CALL IN AN	<b>6</b>	3 C		) == E	
4	THE SUPERVISOR E	RIEFS STAFF IN AD				3 C		) E	- Hamen to he
5	THE SUPERVISOR E	NSURES HE/SHE CA		REACHED AT	(A)	c c	_ D	1. E	# 14 TO 7
				(1)					

SPECIF	FIC BULLET COMMENTS ON "ANTICIPA" " INSTITUTIONAL PROBLEMS":					
	PECIFIC BULLET COMMENTS ON "ANTICIPAT" INSTITUTIONAL PROBLEMS":					
AREA C	OF EMPHASIS 3.0 ACTING AS A MEDIATOR / NEGOTIATOR					
SPECIF	FIC PERFORMANCE STANDARD	100,95%	94-85%	SCORE 84-75%		64-0%
3.1	THE SUPERVISOR SPEAKS CALMLY TO DEFUSE THE ANGER OF IRATE INMATES OR OFFICERS.	(E)	B	C	D	E
3.2	THE SUPERVISOR IS CAREFUL TO GUARD AGAINST INJURY TO: STAFF OR INMATES WHEN DEALING WITH VOLATILE INMATES.	<b>(A)</b>	В	С	D	E E
3.3	THE SUPERVISOR LISTENS TO SUBORDINATE COMPLAINTS OR PROBLEMS WITH CO-WORKERS AND SUGGESTS ALTERNATIVES TO RESOLVE THEM.		В	С	D	Ε
SPECIFI	IC BULLET COMMENTS ON "ACTING AS A MEDIATOR / NEGOTIATOR":		21		<u> </u>	
	One of the Best Commi	mund	Tive	Suga	noisa	4
	The state of the s		,	**		
	+ HING WOWN LOTTE					
	F EMPHASIS 4.0 SUPERVISING IN A FLEXIBLE MANNER					
SPECIFI	C PERFORMANCE STANDARD	100,95%	94-85%	SCORE 84-75%	74-65%	64-0%
4.1	THE SUPERVISOR SUPPORTS THE APPROPRIATE EFFORTS OF HIS/HER SUPERIORS BY REFRAINING FROM CRITICIZING THEM IN THE PRESENCE OF SUBORDINATES OR INMATES.	(A)	B B		74000 1.0	E
4.2	THE SUPERVISOR IDENTIFIES OFFICER WORK RELATED DEFICIENCIES AND TAKES ACTION (E.G., TRAINING) TO CORRECT THEM.	<b>(A)</b>	В	С	D	E
4.3	THE SUPERVISOR VISITS THE POD IN ACCORDANCE WITH P & P TO LOOK FOR TENSION, OR SIGNS OF DISREPAIR. POD VISITS ARE LOGGED IN THE POD LOGBOOK BY THE SUPERVISOR.	Ô	В	C	D	5
4.4	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES MADE TO STAFF MEMBERS.	0	В	С	D	Е
4.5	THE SUPERVISOR USES A VARIETY OF TECHNIQUES (E.G., VERBAL, WRITTEN COMMENDATIONS) TO COMPLIMENT SUBORDINATES FOR EXCEPTIONAL JOB PERFORMANCE.	Ø	В	C	D	
4.6	THE SUPERVISOR USES CONSTRUCTIVE CRITICISM IN DISCUSSIONS WITH STAFF ABOUT INAPPROPRIATE BEHAVIOR.	<b>(A)</b>	В	С	D	Ε
4.7	THE SUPERVISOR REFRAINS FROM INTERVENING IN SITUATIONS WHICH SUBORDINATES HAVE UNDER CONTROL AND ARE HANDLING PROPERLY.	(A)	B	<b>c</b>	<b>D</b>	E
4.8	THE SUPERVISOR GIVES SUPPORT TO STAFF WHEN THEY ARE DEALING WITH UNRULY INMATES.	B)	8	С	D	E
4.9	THE SUPERVISOR REGULARLY REITERATES EXPECTATIONS FOR BEHAVIOR TO OFFICERS.	<b>6</b>	В	C	D	E
	THE SUPERVISOR INVESTIGATES REPORTS AND TAKES ACTION IN RESPONSE TO ALL COMPLAINTS ABOUT RACIAL AND SEXUAL HARASSMENT.	<b>(</b>	В	С	D	E
	121					

SPEC	IFIC PERFORMANCE STANDARD	100-959	6 944	SCOI		64-0%
4.11	THE SUPERVISOR FOLLOWS AND ENFORCES P & P, RULES AND REGULATIONS OF THE FACILITY.	@	8	С	D	E
SPEC	IFIC BULLET COMMENTS ON "SUPERVISING IN A FLEXIBLE MANNER":					
	good Spenvison - Ma	·fr				
	Jose Spendison illa	/ (3				
AREA	OF EMPHASIS 5.0 PERFORMING ADMINISTRATIVE AND ROU	TINE SUPE	RVISORY	TASKS		
SPECII	FIC PERFORMANCE STANDARDS			SCORI	E	
5.1	WHEN WRITING REPORTS, THE SUPERVISOR CITES THE PERTINENT PROCEDURES, POLICIES, RULES, AND REGULATIONS. CONSTRUCTS THE REPORT IN A CLEAR AND CONCISE MANNER.		94-85% B	84-75% C	74-65% D	64-0% E
.2	THE SUPERVISOR OBSERVES, ENFORCES, AND FOLLOWS THE CHAIN OF COMMAND.	(A)	В	C	D	
.3	THE SUPERVISOR COMMUNICATES IMPORTANT INFORMATION TO THE NEXT SHIFT'S SUPERVISORY STAFF.	0	В	С	D	Ε
4	THE SUPERVISOR ACKNOWLEDGES AND INVESTIGATES INMATE, PUBLIC AND DEPARTMENTAL COMPLAINTS ABOUT SUBORDINATES.		В	С	D	E
.5	THE SUPERVISOR RELAYS IMPORTANT INFORMATION ABOUT INMATES TO THE OFFICERS THAT SUPERVISE THEM.	A	В	С	D	E
6	THE SUPERVISOR ENSURES THAT OFFICER'S PAPERWORK / REPORT CONFORM TO P & P, ARE ACCURATE, COMPLETE, WELL-ORGANIZED AND ARE COMPLETED ON TIME.	's <b>(A)</b>	В	C	<b>D</b>	E
7	WHEN CONDUCTING PERFORMANCE EVALUATIONS, THE SUPERVISO THOROUGHLY DOCUMENTS BOTH EFFECTIVE & INEFFECTIVE BEHAVIOR OF OFFICERS.	RA	В	С	D	E
8	THE SUPERVISOR EXAMINES LOG BOOKS FOR ERRORS AND OMISSIONS, AS WELL AS BEING LEGIBLE AND COMPLETE.	<b>B</b>	В	С	D	É
9	WHEN TOLD OF A DEADLINE, THE SUPERVISOR IS PUNCTUAL IN MEETING IT.	A	В	С	D	E
10	THE SUPERVISOR EFFECTIVELY USES ROLL-CALL TO PROVIDE IMPORTANT INFORMATION TO OFFICERS CONCERNING FACILITY OPERATION, CHANGES IN P & P, CHANGES IN THE LAW, TRAINING, ETC.	<b>(A)</b>	В	-C =	D	<b>E</b>
1	THE SUPERVISOR SYSTEMATICALLY OBSERVES WORK PERFORMANCE FOR THE PURPOSE OF EVALUATING SUBORDINATE EFFECTIVENESS.		В	С	D	Ē
2	THE SUPERVISOR MAINTAINS CONFIDENTIALITY ABOUT STAFF AND PERSONNEL PROBLEMS.	<b>(A)</b>	В	Ċ	<b>D</b>	A to delicate the second producting at the second production and the s
3	THE SUPERVISOR CONDUCTS DAILY INSPECTIONS OF HIS / HER AREAS OF RESPONSIBILITY.	Ô	В	С	D i	Ē
4	THE SUPERVISOR PERFORMS HIS/HER ADDITIONAL DUTY IN A PROFESSIONAL MANNER, MEETING ALL DEADLINES.	A	B	C	D - 1	
5	THE SUPERVISOR ENSURES ALL APPROPRIATE FORMS / REPORTS ARE FORWARDED TO HIGHER AS NECESSARY.	A	<b>B</b>	С	D E	
	/71					

l .	IFIC PERFORMANCE STANDARD	100-95%	946.	SCO 84-759		6 64-0
5.16	THE SUPERVISOR ENSURES THAT ALL INCIDENTS, STAFF INJURIES, AND REPORTABLE INCIDENTS ARE IMMEDIATELY DOCUMENTED AND THE APPROPRIATE COMMAND PERSONNEL ARE NOTIFIED.	(A)	В	С	D	E
SPEC	FIC BULLET COMMENTS ON "PERFORMING ADMINISTRATIVE AND ROUT	INE SUPER	NVISORY 1	ASKS":		
	Froetlant Administration	Qua	1.7%	oj .		
_						
>xx:						
AREA (	OF EMPHASIS 6.0 SUPERVISION AND CARE OF INMATES					
SPECIF	CIC PERFORMANCE STANDARD	400 000	0.4.000	SCORI		
6.1	THE SUPERVISOR FOLLOWS THROUGH ON PROMISES TO THE INMATES.	(A)	94-85% B	84-75% C	74-65% D	64-0% E
5.2	THE SUPERVISOR TREATS ALL INMATES WITH EQUITY AND CONSISTENCY.	<b>®</b>	В .	С	<b>D</b>	E
3.3	THE SUPERVISOR USES RESPECTFUL LANGUAGE WHEN CONVERSING WITH OFFICERS AND INMATES.		В	С	D	E
3.4	THE SUPERVISOR, WHEN APPROPRIATE, COUNSELS INMATES IN PRIVATE.	0	В	C	D	E
PECIFI	C BULLET COMMENTS ON " SUPERVISION AND CARE OF INMATES":					
	Firm d Fair alw	ays	trea	ts a	nnat	E E
PEA OF	EMBUASIS 70 BRESENTING AND AMAINTAINING A BROFF OF		TEADANO.			
	F EMPHASIS 7.0 PRESENTING AND MAINTAINING A PROFESS	SIONAL APP	PEARANC		ENDANCE	
PECIFIC	C PERFORMANCE STANDARD  THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC	DESCRIPTION OF STREET		E & ATTI SCORE 34-75% C		64 0% E
PECIFIO	THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAYS CLEAN,	100.95% s	94- <b>8</b> 5% (	SCORE 34-75%	74-65%	64-0%
PECIFIC	C PERFORMANCE STANDARD  THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC IN UNIFORM, REMAINS IN COMPLETE UNIFORM.	100.95% s	94-85% 8 B	SCORE 34-75% C	74-65% D	64-0% E
	THE SUPERVISOR, WHEN IN A DUTY STATUS OR OUT IN PUBLIC IN UNIFORM, REMAINS IN COMPLETE UNIFORM.  THE SUPERVISOR'S UNIFORM & APPEARANCE IS ALWAYS CLEAN, COMPLETE, & SETS THE EXAMPLE FOR THOSE AROUND HIM / HER.  THE SUPERVISOR IS RESPECTFUL OF SENIOR COMMAND PERSONNEL	100,95% s	B B	SCORE 34-75% C	74-65% D	64-0% E

(4)

SPECIFIC BUILLET COMMENTS ON "PERSONAL APPEARANCE AND ATTENDANCE".

PERFORMANCE DEVELOPMENT IN THIS SECTION, LIST THOSE BEHAVIORS (BE SPECIFIC BY NUMBER AND ITEM) FOR WHICH THE EMPLOYEE WAS EVA ERFORMING 84% OR LESS OF THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C, D, OR E.)
PERFORMANCE DEVELOPMENT IN THIS SECTION, LIST THOSE BEHAVIORS (BE SPECIFIC BY NUMBER AND ITEM) FOR WHICH THE EMPLOYEE WAS EVA ERFORMING 84% OR LESS OF THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C, D, OR E.)
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PERFORMANCE DEVELOPMENT IN THIS SECTION, LIST THOSE BEHAVIORS (BE SPECIFIC BY NUMBER AND ITEM) FOR WHICH THE EMPLOYEE WAS EVA ERFORMING 84% OR LESS OF THE TIME (BEHAVIORS FOR WHICH THE EMPLOYEE RECEIVED A RATING OF C, D, OR E.)
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FUTURE PERFORMANCE OBJECTIVES IN THIS SECTION, LIST SPECIFIC OBJECTIVES TO IMPROVE THE BEHAVIORS LISTED ABOVE DURING THE NEXT RATING P
IN THIS SECTION, LIST SPECIFIC OBJECTIVES TO IMPROVE THE BEHAVIORS LISTED ABOVE DURING THE NEXT RATING PL
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(5)

ST ANY SPE	HIS SECTION ECIAL SKILL CE, OR ANY	S, TALI	ENTS, OR T	RAINING	3. LIST A	'HAT SHO! NY INCIDE	ENTS NOT (	OWN ABO	OUT THE	E LMPLI IIS FOR	OYEE, OR H M OF OUTS	IIS / HER D	EVELOPM
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	-1	+	Donr	<i>)</i>	Ma	Cle1							
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AMONG T	THE BEST			ii (D)	N GERVI	JE IIV FOG	THOMS OF	GREATE	KEGF	OMOIDIL			
	YEADLE			15-3		nt' u l'a		78147177		KARL			
LIST THER RANK:	REE POSIT	IONS I	N WHICH T	HE OFFI	CER CO	ULD BEST	SERVE TH	IIS DEPA	RTMENT	rat His	HER CUR	RENT OR	NEXT
- Later	LIPU	te,	nant	0	PWa	tians	0	. instr	A 25-1		e Anches	vijes atsori	
	Tra	เก่าร	, I	Dineo	itu					-			
7 75 3	_5 <sub>6</sub>	CU	rity	S	1-1	White			=100	100	F Ho		r Sage
			<b>✓</b>										
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						(6)							

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	SENIOR RATER EVALUATION
NARRATIVE / BULLET COMMENTS	
AS DOWNEWSKY	-2 782 1-711
KARAH CONTIDUES	
A A A A A A A A A A A A A A A A A A A	ICS ASSESSED SHEET AND THEOSEN HES USE AS AN FUSEWOOL
	SSALY AUDIOC MANDATED DEPARTMENTAL TRAFFISH, SET. KACAM
CONTADOES TO EXCE	
	working of the same
AS WE WASH THEY	COULD BE.
VERALL PERFORMANCE	OLIOOFERELII
	SUCCESSFUL
2	SUCCESSFUL
	SUCCESSFUL
] 4	FAIR
5	POOR SERVICE IN POSITIONS OF CREATER RESPONSIBILITY
	TION AND/OR SERVICE IN POSITIONS OF GREATER RESPONSIBILITY SUPERIOR
	SUPERIOR
2	SUPERIOR
3	
] 4	FAIR
) 5	POOR
	URING EVALUATION PERIOD: (3) DAKS STOK
OTAL HOURS SICK TIME USAGE D	URING EVALUATION PERIOD:
HIMBER OF SICK TIME LISAGE PAT	TERNS DURING EVALUATION PERIOD:
UMBER OF OCCASIONS TARDY D	JRING EVALUATION PERIOD:
OTAL HOURS/MINUTES TARDY DU	IRING EVALUATION REPION:
OTAL HOURS/MINUTES TARDY DO	RING EVALUATION I LINOB.
	90
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	7 <b>- X</b>
	(7)

# RENSSELAER COUNTY CORRECTIONS BUREAU

RENSSELAER COUNTY CON UNIFORMED SUP	ERVISOR										
STANDARDIZED PERFORMANCE APPRAISAL SYSTEM											
STANDARDIZED TENT OF ADMINIST	TRATIVE										
PARTI - ADMINIO											
a. Employee Name (Last, First, Middle)	b. Social Security Number c. Date of Hire 8 20 8 8										
a. Employee Name (Last 1 104)	e. Time reriod of Appraisal										
KARAM, JAMES  d. Job Title FIRST SERGEANT	FROM										
d. JOB INIE FIRST SERGEANT	31 MAR OI 28 SEP OI										
TRAINING DIRECTOR	RATER [ ] RELIEF FOR CAUSE										
f. Type of Appraisal: SEMI-ANNUAL   1 CHANGE OF PART II - AUTHEN	TICATION .										
# cet First Middle)   Social Security Number	Rater's Signature										
Poter's Name (Last, First, Wilds.)	saul for for										
HIGGITT PAUL J.	Date										
Title/Duty Assignment	31 DEC QI										
ADMINISTRATIVE USUTENANT  b. Rated Employee: I understand that my signature does not constitute  agreement or disagreement with the evaluation of	e Employee's Signature										
b. Rated Employee . I understand disagreement with the evaluation of	Daly 3/5/02)										
the Rater and Reviews	Clampture. 4 4										
b. 1st Line Reviewer (Last, First, Middle)   Social Security Number	Il. Dail Het										
HETMAN, DAVID Title/Duty Assignment	Date										
Title/Duty Assignment	1/05/02,										
DON DAMS LIEUENHOL	Reviewer's Signature										
and I in Daviewer (Last, Filst, Wilders)	120 AF										
SMITH, HAROUD	Date										
	2/26/0										
OPERATIONS LIEUTENANT COORDINATING IN	STRUCTIONS STRUCTIONS STRUCTIONS STRUCTIONS STRUCTIONS STRUCTIONS										
anaraisal has been developed to	r Uniformed Supervisors of the Correction										
This standardized performance appraisal the standardized											
supervisors will be appraised by their immediate	ruisor to be appraised prior to completing the evaluation										
1. All Uniformed Supervisors will be appraised by their immedi 2. The Supervisor will schedule an appointment with the Super form. Both the Rating Supervisor and the Supervisor will rev This allows both individuals to discuss the guidelines and a	view and discuss the format and the evaluation										
This allows both individuals to discuss the guidelines and a coach/counsel the Supervisor.  The Rating Supervisor must view each category of evaluation the standardized guidelines.	on separately and compare the performance										
3. The Rating Supervisor must view each category of evaluated Supervisor to the standardized guidelines. Supervisor to the standardized by the next two [2] levels above the reviewed by the next two particles.	e the rater. The review will be done prior to being signed										
4. All ratings shall be reviewed by the flext the Lands and/o	or prior to promotion or transfer.										
All ratings shall be reviewed by the next the part of the Supervisor.     by the Supervisor.     Evaluations will be completed on a semi-annual basis and/o RATING S	CALE										
ACCEPTAE	SUPERIOR										
NOT ACCEPTABLE PERFORMA	INCE PERFORMANCE										
PERFORMANCE	5 6 7										
1 2 3											

	OT ACCEPTABLE PERFORMANCE				CCEPTAB RFORMA			•	F	SUPER PERFORM		
	1	2	3		4		5		6		7	
ı.	KNOWLEDGE	i				RAT	ING	(Cir	cle App	ropriat	te Rating	1)
1.:	Policies and Pro (Emphasis on S		ites and Po	licies		1	2	3	4	5	6	$\mathcal{D}$
2.	specific to their a Assigned Duties (Knowledge, Ski	area of respo	nsibility)			1	2	3	4	5	6	1
_	COMMENTS:	4 15	A KA		EDG-A	BLE	LE	DER	<u>u</u>	HO	15 U	
<u>~</u>	ERSED (	N DE	PART	MEL	II AL	201	108	5 1	JD	PRE	KED	URES,
_												
11.	PRODUCTIVIT	Y				RATI	NG	(Circ	le Appı	ropriate	Rating)	)
3. 4.	Problem Solving Self-Initiated Acti					1	2 2 2	3 3 3	4 4 4	5 5	0	<u>a</u>
5.	Safety Procedure COMMENTS:	1 27	AV	erey			TIVE		PLOS	5 /EE	WH:	2
	ONTINUALL	7 TH	42	H2	NITE	ŁTIVE						
III.	COMMUNICAT	ION				RATII	VG	(Circl	e Appr	opriate	Rating)	•
6. 7. 8. 9.	Oral Expression Written Expressio Timeliness Accuracy	n				1 1 1	2 2 2 2	3 3 3	4 4 4	5 5 5	9999	7 7 7 7
	COMMENTS:	M EXC	CELS	AT	WRIT	TEN	NA	00	RAL	_ &	XPRE	SSION,
=												
					. E							
IV.	ATTITUDE					RATIN		(Circle	Appro	priate l	Rating)	
10. 11. 12. 13. 14.	View of Job Assign Acceptance of Crit Towards the Gene Towards Departme Towards Inmates	icism ral Public	rs			1 1 1 1	2 2 2 2 2	3 3 3 3	4 4 4 4	5 5 5 5	e e .	(1) (7) 7
16	COMMENTS: SG KARAW KES HIS	DIS	SE	s A RIOUS	PO:	SITIL	4 3 A	ALL	Y B	Z I	~ND	

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	ACCEPTABL ERFORMANO			ACCEPTAE PERFORMA					SUPERIOR PERFORMANCE				
	1	2	3	1		5		6		7		- 1	
V. 15.	Care and	Maintenance	CCOUNTABILIT	ſΥ	<b>RA</b> 1	TING 2	(Ci	rcie App 4	ropriat 5	e Rating	) ∉7		
16. 17.	Employee Accountab		t Safety		1 1	2 2	3 3	4 4	5 5	6	7 7		
18.	Takes Res (Good, Ba	sponsibility for A d, Right & Wrot	, Supplies & Funds Actions ng)	)	1	2	3	4	5	<b>6</b>	7		
AC AC	COMMEN COUNT	NIS: EAM ABLUT WAS	IS A RE	SPONSI FIS AC BY H	BLS TIDN 15		APLI HIS RK	SM SM SN	PHA	10 7 515 HA []	AKE DN ESH	S -	
_155	()E5,												
VI. 19. 20. 21. 22.	Displays Se Accomplish COMMEN KARA	ency Knowledge, Skil ound Judgment nes Tasks to the ITS: M TAK	ils, and Abilities Fullest Capacity	TRAININ	RAT 1 1 1 1	2 2 2 2	3 3 3 3	cle Appr 4 4 4 4 4	5 5 5 5	666	12 100 13 13	SL	
<b>拉</b>	ILITY.	DMPCI	2122	1252			7.8						
VII. 23. 24. 25. 26.	Appearance Attendance Attendance COMMEN	e: Uniform and o e: Grooming : Tardiness : Sick Leave TS:	Clothing	PROFE	RATI	2 2 2 2	3 3 3 3	ile Appro	opriate  5 5 5 DA1	666	Tor		
		MPLO	1825 TO	SMU	44								
VIII. 27. 28. 29. 30. 31.	Inter-Person Planning & C COMMENT	Conditions litions Knowledge/Use lal Transaction Organization IS:	RFORMS	. WET	RATII 1 1 1 1 1	2 2 2 2 2	3 3 3 3	le Appro 4 4 4 4 4 4	5 5 5 5	900	77		
PN PN	D S	TRESS	CONDI.	1005.									

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					Y				
'IX.	SUPERVISORY SKILLS		RΔ	TING		rcle Anr	ropriate	Pating)	
32.	Ensures that all critical posts	1	2	3	4	- 5	(6)	7	
	are manned during emergencies.	•	-	•	-	•			
33.	Directs the Use of Force only when an inmate disturbance warrants it.	1	2	3	4	5	6	7	
34.	Enforces Rules & Regulations, Procedures without favoritism.	1	2	3	4	5	6	$\mathcal{D}$	
35.	Does not ignore staff member behavior when its violates rules.	1	2	3	4	(5)	6	7	
36.	Issues instructions that are clear, specific and understood.	1	2	3	4	5	6	7	
37.	Takes responsibility for his/her decisions as well as that of his/her subordinates.	1	2	3	4	5	6	7	
38.	Participates in Roll-Call in an active, participative manner.	1	2	3	4	5	6	7	
39	Regularly reiterates expectations for behavior of staff members.	1	2	3	4	<b>6</b>	6	7	
40.	Follows and enforces P & P, rules, and	1	2	3	4	5	6	7	
41.	regulations of the facility. Observes Enforces and Follows the Chain of Command.	1	2	3	4	<b>5</b>	6	7	
42.	Examines Logbooks for errors and omissions as	1	2	3	<b>(4)</b>	5	6	7	
43.	well as legible and complete.  Conducts daily inspections of his/her area of responsibility.	1	2	3	4	<b>3</b>	6	7	
44.	Ensures all appropriate forms and reports are	1	2	3	4	5	<b>6</b>	7	
45.	completed and forwarded to Highers as necessary. Ensures that all incidents, staff injuries, and reportable incidents are immediately documented	1	2	3	4	5	6	7	
46.	and the appropriate command staff is notified. Uses respectable language when conversing with	1	2	3	4	5	<b>6</b>	7	
47.	staff and inmates. Respectful of Senior Command Staff and renders	1	2	3	4	5	6	7	
48.	appropriate courtesies.  Treats all staff members with equity and consistency.	1	2	3	4	5	6	7	
49.	Systematically observes work performance of subordinates for the purpose of effectiveness and	1	2	3	<b>(4)</b>	5	6	7	
50.	performance evaluations.  Maintains confidentiality about staff and personnel problems.	1	2	3	4	5	6	7	
WF	COMMENTS:  - KARAM IS AN ABO - SHOULD SEEK P - SPONSIBILITY AND RA	OVE OSI	AVE	PA S	GE S	SUP	ATE	SOR	<u>-</u>
		-							
ARFAS	OF MOST ACCEPTABLE PERFORMANCE (SI	DECIE	v).						
TINA	MY DID A FINE TO	C	1):	-, ,			,		
4.7		75		17	IKA	ININ	4		_
RU	DMPLISHING WHAT	<u> </u>	ULD	B	<u>2</u> D	DNE	- W	HTH	
1	LIMITED STAFF.								
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		-							_

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AREAS WHERE IMPROVEMENT II ERFORMANCE IS NECESSARY OR PC BLE (EVEN IF CURRENTLY ACCEPTABLE) SPECIFY:
156 KARAM NEEDS TO WORK AT PUTTING
TO OVER TO TOTAL
AND DROFESSIONAL DIFFERENCES WITH DITHE
STAFF TO THE SIDE AND ISE HIS INFLUENCE
AND KNOWLEDGE TO GUIDE AU STAFF IN
THE WIGHT DIRECTION-
Value of the second of the
ADDITIONAL COMMENTS:

## 'ERFORMANCE EVALUATION COMMAND REVIEW

		RATER'S	ì	1 <sup>ST</sup> LINE REVIEW	v	2 <sup>ND</sup> LII	NE REVIEW
SUB	JECT AREA/CATEGORIES	SCORE	<b>AGREE</b>	DISAGREE SCORE	AGREE	DISAGREE	SCORE
1.	Policies & Procedures	フ	1.1	11 7		[ ]	
2.	Assigned Duties	7	ii	i	ivi	ii	
3.	Problem Solving	6	ii	6		ii	
4.	Self-Initiated Activity	7	ří	11 -9		i i	
<b>5</b> .	Safety Procedures		1 1	11 -	1 /	; ;	
6.	Oral Expression	<u>-e</u> _	L J		1	L J 7 1	<del></del>
7.	Written Expression		1 1	1 -	1	L 1	
8.	Timeliness	<del></del>	! !		1	L J	
9.	Accuracy	<del>_</del>	1 1		1.7	l J	
10.	View of Job Assignment	9799999714799	1 1		1.7	l ]	
11.	Acceptance of criticism	<del></del>	[ ] [ ]		1		<del></del>
12.	General Public	<u></u>	l	3			
13.	Departmental Members	-	L J   7 3		1.7	: {	
14.	Inmates	<u> </u>		1	12		<del></del>
15.	Care & Maintenance	<u> </u>	L J     1		1.1		7
16.	Employee & Equipment Safety		L J 1	i <u>6</u>	1 1 1	7	<del></del>
17.	Accountability	<u> </u>		6	+ + +	<b>Y</b> .	<del>-3</del>
18.	Takes Responsibility for Action	18 6		1 -6		٠.	
19.	Job Proficiency	~ <del>~</del>	1 1	j <u>6</u>		-	
20.	Technical Knowledge, Skills	7	:	i <del>-/</del>	1.3	-	
21.	Sound Judgment	<u> </u>	1 1	1 -		-	
22.	Accomplishes Tasks	7	ii	i <del>7</del>	<b>i</b>	i -	<del></del>
23.	Appearance, Uniform & Clothir	1 2 pr	1 1	i <del>(</del>	t / t	-	
24.	Appearance, Uniform & Clothir Appearance, Grooming	**************************************	1 7	7	1.7	; -	
25.	Attendance, Tardiness		ii	1 -		-	
26.	Attendance, Sick Leave	ا الماد	ii	1 -5-		-	
27.	Non-Stress Conditions	6 1	ii	<u>5</u>   <u>6</u>   <u>7</u>		i -	
28.	Stress Conditions	<del>4</del> i	ii	1 6	1 1	<i>-</i>	7
29.	Equipment Knowledge/Use	7 1	ii	i 7		1 8 -	
30.	Inter-Personal Transaction Skil	ls 7	ii	7		i -	<del></del>
31.	Planning & Organization	<u>6</u> i	ii	i	i 10	i -	
32.	Critical Posts Manned	<u>6</u> i	i i	6		i. –	<del></del>
33.	Use of Force	4   F	i i	6	iei i.	<del>,</del> –	7
34.	Enforces Rules, P & P	7 1	i i	i <del>7</del>	i i i	- i	
<b>35</b> .	Doesn't Ignore Behavior	<u> </u>	ii	i <u>5</u>	أأرأ	i -	
36.	Issues Instructions	Gi	i i	1 6		i -	
<b>37</b> .	Takes Responsibility for Others		i i	i <del>C</del> i	1	i -	
38.	Participates in Roll-Call	4	î î	4	1 1	i -	
<b>39</b> .	Reiterates Expectations	i Z	i i	i <u> </u>	i	i -	
40.	Follows & Enforces Rules	<u>7</u> [	j i	<u> 7</u> i	i	i T	
41.	Chain of Command	<u> </u>	j i	j <u>-</u>	जें [	i –	
<b>42</b> .	Examines Logbooks	4	Ĭ Ĭ	j <u>4</u> i	<i>i i</i>	i =	
43.	Conducts Inspections	<u>5</u> [	j į	j <u>s</u> i	i i	i -	
44.	Completes Forms & Reports	<u>i</u>	j į	i <u> </u>	j i	j	
<b>45</b> .	Incidents Reported Immediately	6_ [	jį	] <u>6</u> i	j į	j .	
46.	Uses Appropriate Language	<u>6</u> [	] [	<u> </u>	1 i	]	
	Respectful of Senior Staff	<u>5</u> [	] [	1 <u>5</u> i	1 i	j	
48.	Treats Staff with Equity	4 [	] [	<u>4</u>	سه آ	1	5
	Observes Work Performance	47/42/46/4/4/4/4/4/4/4/4/4/4/4/4/4/4/4/4/4	] [ ]	5 5 6 9 9 9 9	1	]	5_
50.	Maintains Confidentiality	<u> </u>	] [	<u> </u>		]	

#### **INSTRUCTIONS:**

Indicate any objections or disagreements in the scoring computed by the Supervisor in the comment section below. Note the specific category number initially and then specify the issues and remarks substantiating the disagreement and scoring change indicated. ( 32-50 are abbreviated in form).

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COM	MEN	ST	cri	IE REVIE	1 :	2	A U	ALUE	D /	HENS	EL	00	- /	116	AD	מצענדא	CATION	<u> </u>
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